Torpedoman's Mate (TM). TMs receive extensive training in operating and maintaining hydraulic systems, hoists and cylinders, pressurized air systems, and submarine weapons and weapons delivery systems. Responsible for the operation, routine care, and repair of submarine weapons systems. These mechanical specialists are vital elements in the combat survivability of the submarine.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	CMDCM TMCM	20.4 Yrs	FORCM, COB/CMC Program, CSEL	36	4th Shore Tour Billet: CSEL Duty: TYCOM/GRP/SQD/SRS/ NPC/BUPERS
23-26	CMDCM TMCM TMCS	20.4 Yrs 16.7	COB/CMC Program, CSEL	36	4th Sea Tour Billet: LCPO/3MC/COB Duty: Submarine/Surface Ship Qualification: DOOW/Pilot/COW/ DCPO
20-23	TMCM TMCS TMC	20.4 Yrs 16.7 12	COB/CMC Program, CSEL, ECM	36	3rd Shore Tour Billet: Staff/TRE/Instructor Duty: TYCOM/GRP/SQD/ SRS/School House/NPC/BUPERS Qualification: MTS
16-20	TMCS TMC TM1	16.7 Yrs 12 7.4	CSEL, COB, LDO, CWO, OCS, MECP	36	3rd Sea Tour Billet: LCPO/3MC/LPO Duty: Submarine/Submarine Tender Qualification: DOOW/Pilot/DCPO
12-16	TMCS TMC TM1	16.7 Yrs 12 7.4		36	2nd Shore Tour Billet: IMF/FMA/Instructor/ RDC/TRE Team Duty: RTC/TYCOM/GRP/SQD/ SRS/ School House Qualification: MTS
8-12	TMC TM1 TM2	12 Yrs 7.4 3.7		42	2nd Sea Tour Billet: LPO/LCPO Duty: Submarine/Submarine Tender Qualification: DOOW/Pilot/COW/ DCPO/QASO/BDW
4-8	TM1 TM2 TM3	7.4 Yrs 3.7 1.6	STA-21, OCS, MECP	36	1st Shore Tour Billet: FMA/IMA/FMA/IMA/ Instructor/Recruiter/RDC Duty: RTC/SRS/School House/PMT Qualification: MTS/QAI
1-4	TM2 TM3	3.7 Yrs 1.6	Naval Academy, NROTC	51	1st Sea Tour Billet: System Operator Duty: Submarine Qualification: Submarine Warfare/Helm/Planesman/BDW/ POOD/Weapons Handling Team Leader/QAI/TRW
1+/-	TM3 TMFN TMFA Accession Training	9 Months			Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command

Revised: October 2024

Notes:
1. "A" School is required.

2. Personnel in a Designator-8 status are disqualified from Submarine service, are not eligible for advancement, and are not to be reassigned to Submarines without prior approval of NAVPERSCOM.

3. Acronyms:

BDW:	Below Decks Watch
COB:	Chief of the Boat
COW:	Chief of the Watch
TRE:	TYCOM Readiness Evaluation
DCPO:	Duty Chief Petty Officer
DOOW:	Diving Officer of the Watch
POOD:	Petty Officer of the Deck
QA/SO:	Quality Assurance/Safety Observer
TRW:	Torpedo Room Watch

4. Rating NECs:

Q10A:	Torpedoman's Mate (TM) Leading Chief Petty Officer (LCPO)
Q35A:	SSN 774 Block I/II Weapons Equipment Technician
717B:	Small Arms Marksmanship Instructor
737B:	SSN 719-773 Submarine Vertical Launch System Tube Maintenance Technician
738B:	Combined Torpedo MK48 Heavyweight Technician
782B:	SSN 784-802 Virginia Block III/IV Weapons Equipment Technician

5. Rating name change was approved and implemented in FY19 from MMW to TM.

6. Advancement in the TM rating is enhanced by superior performance documented in the candidate's evaluations for the following:

   a. Command Impact
   b. TRE/Inspection performance/results
   c. Squadron rankings
   d. Command rankings
   e. Critical Billets (TYCOM/GRP/ISIC/Forward Deployed Naval Forces/Oversea)
   f. Squadron recognized unit awards
   g. Significant Contributions to rating (AERR, TRR, Instructor, Inspection Team)
   h. Having served successfully as the Department LCPO at sea (Minimum 12 months).
   i. TYCOM, GROUP, ISIC, Shore Command Leading/Department LCPO

Consideration for advancement from E6 to E7

- FULLY QUALIFIED:
  - If they have served as an LPO for greater than 12 months, AND
  - Have all of the following qualifications:
    1. TRW, AND
    2. Team Leader, AND
    3. QAI.
- BEST QUALIFIED:
  - If they meet the FULLY QUALIFIED standard, AND
  - Are qualified QA/SO, AND
  - Are qualified COW (688/SSBN/SSGN) or Duty Chief Petty Officer (VACL), AND
  - Have a history of sustained superior performance defined as a majority of their Individual Trait Averages ABOVE RSCA.

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For candidates who have only served on one submarine, i.e., follow on sea tours were at Special Projects or at a Submarine Tender, the board MUST carefully weigh their achievements and demonstrated leadership when determining if they are BEST QUALIFIED since it is understood they might not have had the opportunity to meet the qualification standard.

Candidates must qualify or re-qualify At Sea watches within the required timeframe per the community Continuing Training and Qualifications Manual (CTQM) COMSUBLANT/COMSUBPACINST 3500.3 (Series) to receive credit for fully and best qualified.

Due to the repetitive nature of the Submarine rating billet profiles, repeat tours of similar assignments should not be viewed negatively towards performance and career progression.

The following qualification equivalents are to be used for Sailors serving at the identified Special Project:

Detachment UR&D:
Fully QUALIFIED if they have served as an LPO AND are qualified either STBD Tethered Management System (TMS), OR ROV Pilot, OR Port Payload (PPHL), or Mission Navigation Watch, OR EES1 Technician.

BEST QUALIFIED if they meet the FULLY QUALIFIED standard AND are qualified either Mission Duty Chief (MMP DCPO) or COW/DCPO as stated above.

Detachment TRITON:
FULLY QUALIFIED if they have served as an LPO AND are qualified Mission Watch Supervisor (MWS).

BEST QUALIFIED if they meet the FULLY QUALIFIED standard and are qualified Mission Control Officer (MCO) or COW/DCPO as stated above.

Detachment POSEIDON:
FULLY QUALIFIED if they have served as an LPO AND are qualified Mission Watch Supervisor (formerly Projects Watch Supervisor (PWS).

BEST QUALIFIED if they meet the FULLY QUALIFIED standard AND are qualified either MCO or COW/DCPO as stated above.

For candidates who have converted into the submarine force, the board MUST consider the Sailor's achievements and demonstrated leadership in their previous community when determining if they are BEST QUALIFIED since it is understood they might not have had the opportunity to meet the qualification standard.

Candidates who are serving or who have served as a 3MC for greater than 12 months have met the standard for having served as an LPO or LCPO.

Personnel assigned to RTC, OTC, and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high-priority assignment.

UIC 45242, 60162, and 60163:
FULLY QUALIFIED if they have served as an LPO at UUVRON-1 and have qualified their UUV senior in-rate watch of UUV Specialist and Command Duty Officer (CDO) (Ship's DCPO equivalent). BEST QUALIFIED status should be given to those Sailors qualified Mission Control Officer (MCO) (COW equivalent).

UIC 4000Y:
FULLY QUALIFIED if they have served as an LPO at UUVRON-1 and have qualified their UUV senior in-rate watch of UUV Pilot and Command Duty Officer (CDO) (Ship's DCPO equivalent). BEST QUALIFIED status should be given to those Sailors qualified Command and Control Watch Officer (C2WO).

Consideration for advancement from E7 to E8

- FULLY QUALIFIED:
  - If they have served as an LCPO for 12 months at sea, AND
  - Are qualified QA/SO, AND
  - Are qualified COW (688\SSBN\SSGN) or Duty Chief Petty Officer (VACL).
- BEST QUALIFIED:
  - If they meet the FULLY QUALIFIED standard, AND
  - Are qualified Duty Chief Petty Officer and DOOW (688/SSBN/SSGN) or Pilot and Co-Pilot (VACL), AND
  - Have a history of sustained superior performance defined as a majority of their Individual Trait Averages ABOVE RSCA.

For candidates who have only served on one submarine, i.e., follow on sea tours were at Special Projects or at a Submarine Tender, the board MUST carefully weigh their achievements and demonstrated leadership when determining if they are BEST QUALIFIED since it is understood they might not have had the opportunity to meet the qualification standard.

Candidates must qualify or re-qualify At Sea watches within the required timeframe per the community Continuing Training and Qualifications Manual (CTQM) COMSUBLANT/COMSUBPACINST 3500.3 (Series) to receive credit for fully and best qualified.

Due to the repetitive nature of the Submarine rating billet profiles, repeat tours of similar assignments should not be viewed negatively towards performance and career progression.

The following qualification equivalents are to be used for Sailors serving at the identified Special Project:

Detachment UR&D:
Fully QUALIFIED if they have served as a LCPO.

BEST QUALIFIED if they meet the FULLY QUALIFIED standard AND are qualified Mission Duty Chief (MMP DCPO), Mission Watch Supervisor, and Research Duty Officer or DOOW/PILOT as stated above.

Detachment TRITON:
FULLY QUALIFIED if they have served as Cadre LCPO.

BEST QUALIFIED if they meet the FULLY QUALIFIED standard and are qualified Mission Control Officer (MCO) or DOOW/PILOT as stated above.

Detachment POSEIDON:
FULLY QUALIFIED if they have served as Cadre LCPO.

BEST QUALIFIED if they meet the FULLY QUALIFIED standard AND are qualified either MCO or DOOW/PILOT as stated above.

For candidates who have converted into the submarine force, the board MUST consider the Sailor's achievements and demonstrated leadership in their previous community when determining if they are BEST QUALIFIED since it is understood they might not have had the opportunity to meet the qualification standard.

Candidates serving or who have served as a 3MC for greater than 12 months have met the standard for having served as an LPO or LCPO.

Personnel assigned to RTC, OTC, and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high-priority assignment.

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UIC 45242, 60162, and 60163:
FULLY QUALIFIED if they have served as an LCPO. BEST QUALIFIED status should be given if they are qualified the following: Mission Control Officer (MCO) (COW equivalent) and Command Duty Officer (Ship's DCPO equivalent).

UIC 4000Y:
FULLY QUALIFIED if they have served as an LCPO. BEST QUALIFIED status should be given if they are qualified the following: Command and Control Watch Officer (C2WO), (COW equivalent), and Command Duty Officer (Ship's DCPO equivalent).

Consideration for advancement from E8 to E9

- FULLY QUALIFIED:
    - If they have served as an LCPO at sea for 12 months, AND
    - Are qualified Duty Chief Petty Officer and DOOW (688/SSBN/SSGN) or Pilot and Co-Pilot (VACL)
- BEST QUALIFIED:
    - If they meet the FULLY QUALIFIED standard, AND
    - Are qualified COB, AND
    - Have a history of sustained superior performance defined as a majority of their Individual Trait Averages ABOVE RSCA.

For candidates who have only served on one submarine, i.e., follow on sea tours were at Special Projects or a Submarine Tender, the board MUST carefully weigh their achievements and demonstrated leadership when determining if they are BEST QUALIFIED since it is understood they might not have had the opportunity to meet the qualification standard.

Candidates must qualify or re-qualify At Sea watches within the required timeframe per the community Continuing Training and Qualifications Manual (CTQM) COMSUBLANT/COMSUBPACINST 3500.3 (Series) to receive credit for fully and best qualified.

Due to the repetitive nature of the Submarine rating billet profiles, repeat tours of similar assignments should not be viewed negatively towards performance and career progression.

For candidates who have converted into the submarine force, the board MUST consider the Sailor's achievements and demonstrated leadership in their previous community when determining if they are BEST QUALIFIED since it is understood they might not have had the opportunity to meet the qualification standard.

Candidates who are serving or who have served as a 3MC for greater than 12 months have met the standard for having served as an LPO or LCPO.

Personnel assigned to RTC, OTC, and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high-priority assignment.

UIC 4000Y, 45242, 60162, and 60163:
FULLY QUALIFIED and BEST QUALIFIED status should be given if qualified Chief of the Boat.

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